



NEO NEWS

Message from the Director

How does one stay mentally sane during these tumultuous times?

Turn on the morning, evening or late night news and it becomes very difficult to not feel depressed, frightened or down right hopeless. So when I was recently asked to be a presenter at an upcoming event on the "Importance of Youth and Family Mental Health," it got me thinking, **what would I say to this group?** Maybe I would "go all academic on

People places and things

them and present to them information that I have read in various textbooks." Or maybe I could "get political and discuss the polarizing times that we are living in and all of its challenges to our health and welfare." But the more I thought about it, I came to realize that we have always had challenging stressful times. Today is not much different, except, it is occurring on a much larger scale coupled with the advent of numerous media platforms. Through the various media outlets, we are overwhelmed with news (real and fake) that can be emotionally up-

setting. If times have not really changed, then the solution to maintaining health has not changed. So my message to the event group, and to you, is an old one - *the people you choose to hang with, the places you chose to frequent, and the things you choose to get into will go a long way in maintaining and enhancing, or disrupting and destroying, your mental (I should also add physical) health.* Finally, **your mental stability would also greatly benefit from limiting your cable network news and social media intake.**

Sincerely,

Jake E. Jones, Sr.



Jake E. Jones, Sr.
Executive Director

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Female Facility

SUMMERFEST DAYS

Thursday, July 28, 2022
Thursday, August 25, 2022



The summer months were filled with residents and staff involved in team-oriented fun activities at both facilities. The overall goal is for staff to model for the residents how they can engage in healthy, sober activities, and to help enhance the therapeutic staff/resident relationship by interacting in a less authoritarian capacity.





Male Facility

SUMMERFEST DAYS

Friday, July 22, 2022
Friday, August 19, 2022





Mike Stassinis

MIKE STASSINIS TAKES LEAVE TO JOIN ARMY RESERVES

Mike has enlisted in the Army Reserves. He shipped out on August 29, 2022, to complete Boot Camp and training school. This training takes 23 weeks; therefore, he will not return to work until February 6, 2023. Kim Massary and Jeigh Maynard will oversee a plan to cover his caseload while he is on military leave. The Intake Department gathered for lunch to wish Mike well in his new endeavor.

(pictured left to right: Andrew Gibbs, Jeigh Maynard, Jan Amstutz, Mike Stassinis)



on the move

MADISON JOHNS ACCEPTS TEMPORARY CASE MANAGER ASSIGNMENT

On August 22, 2022, Madison took on the role of Case Manager (CM), filling in for Sarah Scarnecchia who is off on maternity leave. Madison joined the NEOCAP team on May 16, 2022, as a part-time Resident Supervisor. Madison graduated in May 2022 from Youngstown State University (YSU) with a major in Criminal Justice and a minor in General Psychology. Madison is in the process of pursuing a Master's degree in Clinical Mental Health Counseling from YSU. We are grateful and excited that Madison will be filling the temporary CM void in Sarah's absence.



Madison Johns

farwell

ANDREW SANDERS SAYS FARWELL !!!

On August 17, 2022, Andrew advised that he had accepted a new position at an industrial company and that his last day will be September 9, 2022. Over Andrew's 5 ½ years as the leader of the Maintenance Department, his growth and development has been nothing short of amazing. He will be missed and we wish him well as he embarks on a new journey. We are confident that he will continue to grow and progress in his new industrial maintenance career.



Andrew Sanders

AGENCY HOSTS U.S. REPRESENTATIVE DAVID P. JOYCE

On August 24, 2022, United States Representative for Ohio's 14th congressional district, David Joyce, visited the Warren facility. When the Congressman's office reached out to express interest in visiting the facility, we were more than willing to host the Congressman and inform him about our treatment program. Mr. Joyce was especially interested in hearing about the substance abuse component of our treatment program.



David Patrick Joyce
U.S. House of Representatives
Ohio's 14th Congressional District



Congressman Joyce expressed that he and "several bipartisan representatives are dedicated to fighting the opioid crisis and finding solutions for those suffering from addiction."

Mr. Joyce and his staff member, Ariann Barile Smith, spent approx. 45 minutes meeting with Executive Director Jake Jones, Deputy Director Kim Massary, and Clinical Director Kristina Henik.

(pictured left to right): David Joyce, Kristina Henik, Kim Massary, Jake Jones

PRISON RAPE ELIMINATION ACT (PREA) AUDIT SUMMARY

by: Eric Anderson

On July 13th and 14th we underwent our fourth PREA audit. Once again our auditor was Pam Sonnen, who also conducted our PREA audits in 2014, 2017 and 2019. Pam is retired after 29 years with the Idaho Department of Corrections. Before retirement, Pam was the Chief of Prisons and Administrator of Operations (this position supervised all prisons, community corrections and programs). She has 28 years of experience in investigating staff and inmate sexual misconduct and also developed Idaho's policies and practices for PREA compliance.



While touring both the male and female facilities, Pam commented on the clean, structured, safe and secure environment that we provide for our residents. Pam interviewed 20 residents and 18 staff between both facilities. The resident interviews went well and Pam was happy with how familiar the residents were with our zero tolerance policy and expectations regarding PREA. Pam also made a point to mention that nearly every resident that was interviewed said that they would be comfortable reporting an issue to staff, which indicated a solid professional relationship between staff and residents. In regards

to staff interviews, Pam commented that staff showed a real understanding of how to execute their responsibilities when responding to an incident of abuse or harassment. She also noted that staff clearly understand NEOCAP's PREA policies and procedures.

Upon completion of the audit process, Pam had no recommendations for improvements or changes to our current PREA policies and procedures. She commented that in all of the audits she has done over the years, she has never had an agency that has exceeded as many standards as NEOCAP. Pam was also particularly impressed with the camera analysis audit conducted by the CQI department that identified camera locations, performance and blind spots. She shared that she thought this was a great practice and was interested in sharing it with other agencies to help optimize the usage of existing monitoring technology. NEOCAP remains 100% compliant with the PREA standards and the final audit report will be received in approximately 2 weeks. This will outline the specific number of standards met and exceeded.



(left to right)
PREA Auditor Pam Sonnen,
NEOCAP Compliance Officer
Eric Anderson
CQI Administrator
Ben DeGennaro



"Although the Ohio Department of Rehabilitation and Corrections (ODRC), which funds NEOCAP, requires that our facility maintain PREA accreditation, NEOCAP has always had a zero-tolerance policy toward any sexual conduct, between resident and resident or staff and resident, be it consensual or nonconsensual.

We enjoy working with PREA Auditor Pam Sonnen who is always open, professional, and willing to share her knowledge and experience."

Executive Director
Jake Jones

DIRECTOR JONES' NEW APPOINTMENT



Executive Director, Jake Jones, was appointed as Treasurer for CORJUS, Inc. CORJUS is a professional non-profit association comprised of Ohio's publicly operated Community Based Correction Facilities (CBCFs). Director Jones' term

started on January 1, 2022. Mr. Jones and the other executive directors who make up the membership, meet monthly to collaborate and provide leadership to the stakeholders of Ohio's Community Correctional and Court systems.



Jake Jones, Executive Director

REGIONAL PROBATION SUPERVISOR RECEIVES RECOGNITION

VINCENT PETERSON INDUCTED INTO ALUMNI HALL OF FAME

by: Jake E. Jones, Sr.

Congratulations to Vincent Peterson who was inducted into the Warren High School's Distinguished Alumni Hall of Fame. According to a March 22, 2022, Warren City School District publication: "Honorees are graduates who have achieved success in their careers and/or have made significant contributions in their fields, as well as to society, the state and/or on a global scale. Honorees inducted into the Hall of Fame must be graduates of one of the three Warren public high schools: Warren High School, Warren G. Harding High School, or Warren Western Reserve High School." Vince, a 1982 Warren Western Reserve High School graduate, was recognized at the April 30, 2022, induction ceremony for his distinguished career in Corrections that include his work as Officer-in-Charge of Intensive Probation Supervisor, U.S. Marshall's Violent Fugitive Task Force, and FBI hostage negotiator. Please join me in congratulating Vince on an honor well deserved!



Vincent Peterson I
Officer-in-Charge
Trumbull County Adult Probation

Congratulations



Jennifer Clayton

FORMER RESIDENT EXPRESSES HER GRATITUDE TO NEOCAP

Jennifer Clayton completed our treatment program in July of 2015 and from that day forward she has been living her best life. Jennifer recently delivered a package to the facility in Warren and she expressed that she could not just drop off the packages and take off without thanking NEOCAP for saving her life. Jennifer expressed that "NEOCAP helped me get clean and sober and that allowed me to be a caretaker to my mother before she died. I sometimes hear some past residents speak poorly of the program, but I have nothing to say, but how it saved my life." Seeing Jennifer clean and sober, as well as being a productive member of society, is why we do what we do here at the "CAP."

Residents Participate in Restorative Justice!

COMMUNITY SERVICE WORK PROGRAM - by: Lisa Rowe

Residents completed 22,536 hours of community service during the 2022 Fiscal year which ran from July of 2021 through June of 2022.

This summer like all past summers, with the exception of the two years the events were cancelled due to the pandemic, the residents conducted Community Service at the Trumbull County African American Achievers Association (TCAAA) Festival, the Warren Gridiron Club concession stand, and the Warren Italian American Festival.

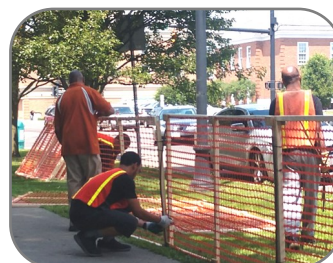
With the limit of no more than four per crew, residents had to be in level 4 and on the daily list, in order to be selected. Over 50 residents participated in the summer events.

- The Warren Gridiron Club project was held on four different occasions throughout the summer. Starting June 14th, 14 different residents participated and worked a total of 63 Community Service hours cleaning and preparing the concession stand for the upcoming football season.
- The TCAAA event which ran from June 1st through the 6th, 19 different residents participated and worked a total of 67 Community Service hours.
- The Warren Italian American Festival which ran from August 9th through the 15th, 20 different residents participated and worked a total of 105 Community Service hours.

The residents represented NEOCAP well! In talking to residents, they enjoyed getting to go on the project, being outside helping and loved that sometimes they were given some extra treats like a can of soda, coffee, or a snack for their hard work. A huge thank you to Johnny Hughley who supervised all of the residents on projects with the exception of two crews.



Early morning clean-up at the Italian American Festival in downtown Warren, OH.



Staff member Johnny Hugley supervising fencing at the African American Festival in downtown Warren, OH.

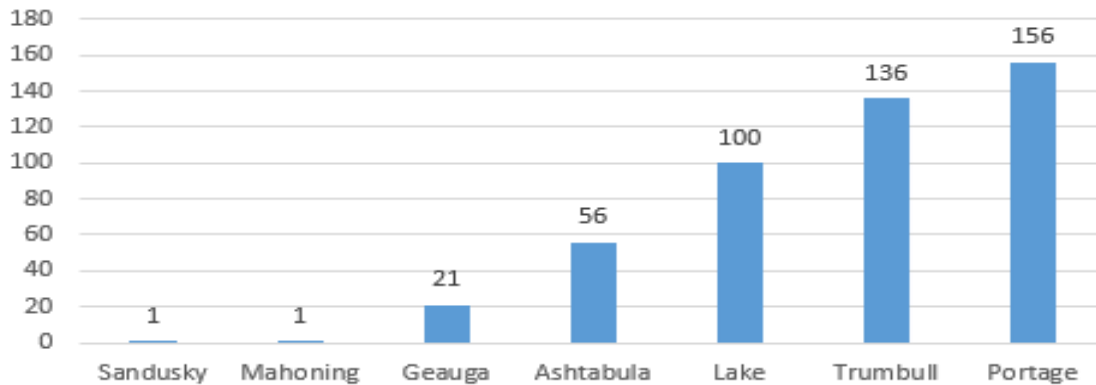


Cleaning up the WGH Concession stand for the upcoming football season.

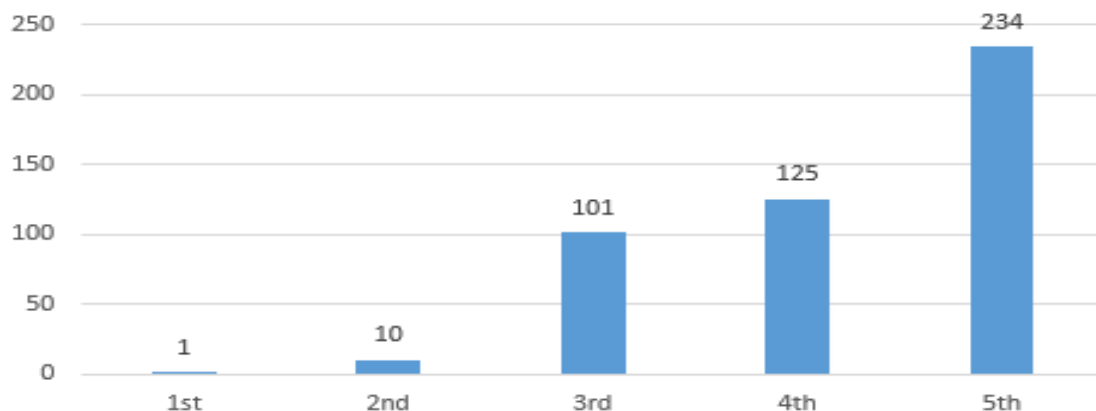
FY22: JULY 1, 2021 to JUNE 30, 2022 ADMISSIONS & TERMINATIONS

Annual Statistics

FY2022 INTAKES BY COUNTY
N = 471



FY2022 INTAKES BY FELONY LEVEL
N = 471



FY22 NEGATIVE TERMINATION DATA

Total Terminations	59 Residents
Percent Negatively Terminated	13% (of 462)
Total Males Terminated	50
Total Females Terminated	9

TERMINATIONS BY COUNTY

Ashtabula	Gauga	Lake	Portage	Trumbull	Other/PRC
8	1	11	27	12	0
14%	1%	19%	46%	20%	0%

DAYS IN PROGRAM

1-30 Days	31-60 Days	61-90 Days	91-120 Days	121 and Up
25	13	13	5	3
42%	22%	22%	9%	5%

REASON FOR TERMINATION

Not Amenable/Safety Concern	21
Refuse to Participate	15
Physical Assault	13
Absconding	4
Contraband	6
Vandalism	0

TERMINATION RESULTS

Probation	Prison	Other
38	16	5
64%	27%	9%

from the business office:

Effective July 1, 2022, the starting hourly rate of pay for the Resident Supervisor and Case Manager/Treatment Specialist positions were raised by \$1.00 per hour. The spreadsheets below outline the total starting compensation package for the various positions.

Resident Supervisor Compensation Detail		
MONETARY:		
Hourly Rate	\$	17.00
Annual Salary	\$	35,360.00
Annual Compensation	\$	35,360.00
FRINGE BENEFITS:		
PERS Retirement Employer Contribution (14% per year)	\$	4,950.40
Annual Health & Dental Insurance Cost per Staff Member	\$	10,465.88
Annual Vision Insurance	\$	324.00
Life Insurance (\$50,000 employee only)	\$	84.00
Medicare	\$	512.72
Workers' Compensation	\$	761.09
(No employee contribution)		
PAID LEAVE:		
	Days	
Sick Leave / 4.6 hours per pay period	14.95	\$2,033.20
	Weeks	
Vacation / 3.1 hours per pay period	2	\$1,360.00
TOTAL COMPENSATION PACKAGE	\$	55,851.29

Treatment Specialist/Case Manager Compensation Detail		
MONETARY:		
Hourly Rate	\$	19.50
Annual Salary	\$	40,560.00
Annual Compensation	\$	40,560.00
FRINGE BENEFITS:		
PERS Retirement Employer Contribution (14% per year)	\$	5,678.40
Annual Health & Dental Insurance Cost per Staff Member	\$	10,465.88
Annual Vision Insurance	\$	324.00
Life Insurance (\$50,000 employee only)	\$	84.00
Medicare	\$	588.12
Workers' Compensation	\$	873.01
(No employee contribution)		
PAID LEAVE:		
	Days	
Sick Leave / 4.6 hours per pay period	14.95	\$2,332.20
	Weeks	
Vacation / 3.1 hours per pay period	2	\$1,560.00
TOTAL COMPENSATION PACKAGE	\$	62,465.61

Resident Supervisor Position Summary:

Resident Supervisors (RS) work in conjunction with the treatment staff of the facility to ensure that the facility meets its mission of providing a safe environment where offenders can change criminal behavior. RS are responsible for the direct supervision, observation and monitoring of residents of the facility. RS supervise residents in accordance with established rules and regulations.

Treatment Specialist Position Summary:

The Treatment Specialist facilitates treatment/habilitation services. This includes facilitating treatment groups and providing one-on-one sessions to address residents' criminogenic needs. This staff position will have specific expertise in the field of cognitive-behavioral interventions.

Case Manager Position Summary:

The Case Manager coordinates and collaborates with members of their treatment team to deliver case management services necessary to address the resident's criminogenic needs. The Case Manager is responsible for assessing the residents' needs and developing a treatment plan. Case Managers also work in conjunction with operation staff to ensure that the facility meets its mission of providing a safe environment where offenders can change criminal behavior.

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Victoria Corner — Case Manager